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The Director  
Equal Employment Opportunity



28 June 1984

Mr. Don Rheem  
Special Assistant to the Secretary  
Office of the Secretary  
Department of Health and Human Services  
Humphrey Building  
200 Independence Avenue, S.W. - Room 635G  
Washington, D.C. 20201

Dear Mr. Rheem:

The enclosed report is in response to the letter from the Honorable Margaret M. Heckler, Chair Pro Tem, Cabinet Council on Human Resources. The Central Intelligence Agency fully supports the objectives of the Decade of Disabled Persons. Within the context of its mission in national security, the Agency will forego no opportunity to advance those objectives. Please note, however, that this same context places necessary constraints on both the information that can be reported publicly and the degree to which CIA can participate in community affairs. We have, therefore, addressed only Items 2, 3, and 7 in the prescribed reporting format as applicable to this Agency.

Sincerely,

[Redacted Signature]

Avon O. Harding

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Attachment:  
As stated

OP/EEO/A. Harding:ccm, [Redacted] (28 Jun 84)

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Central Intelligence Agency  
Washington, D.C. 20505

AGENCY ACTIVITIES IN RESPONSE TO THE DECADE OF DISABLED PERSONS

Agency: Central Intelligence Agency

Contact:   
Handicapped Program Manager  
Central Intelligence Agency  
Washington, D.C. 20505  
(703) 351-2316

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2. This Agency has for years made full use of the U.S. Architectural and Transportation Barrier Compliance Board (ATBCB) guidelines and related American National Standards Institute (ANSI) requirements. As a result, all Agency structures and facilities have been made accessible to disabled persons to the extent required.

3. CIA is committed to a policy that ensures equal employment opportunity for disabled persons. One measure of successful achievement in this area is evidenced by the percentage of disabled persons being 3.5% of the total Agency population, one of the very highest in the Federal government.

7. The Agency has a robust Safety Program that seeks to prevent on and off-job injuries. A specific example of the depth of this program is the semi-annual presentation of a safety course for all Agency hearing-impaired employees scheduled for July, 1984.

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